

2011 State Health Benefit Plan Retiree Option Change Period (ROCP) Presentation

Presentation to
Retired Members of the State Health Benefit Plan



GEORGIA DEPARTMENT OF
COMMUNITY HEALTH

DCH Mission

ACCESS



Access
to affordable,
quality health
care in our
communities

RESPONSIBLE



Responsible
health planning
and use of
health care
resources

HEALTHY



Healthy
behaviors and
improved
health
outcomes



GEORGIA DEPARTMENT OF
COMMUNITY HEALTH

DCH Initiatives FY 2011

FY 2011

**Continuity of Operations
Preparedness**

Customer Service

Emergency Preparedness

Financial & Program Integrity

Health Care Consumerism

Health Improvement

Health Care Transformation

Public Health

Workforce Development



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Today's Topics

- 2011 Plan Changes for all SHBP members
- Changes for SHBP retirees
- Medicare Advantage Plan Changes
- Health Care Reform
- Making your changing during the Retiree Option Change Period (ROCP)



2011 Plan Changes

There will be a number of changes to the Plan effective January 1, 2011 that will impact you. It is important that you read your 2011 Retiree Decision Guide carefully so you know what is changing, and what effect the changes will have on your benefits, options rates, etc. before making your election for the 2011 Plan Year.



Changes for all SHBP Members

- The Open Access Plan (OAP) option will no longer be offered
- Social Security Numbers (SSN) must be collected for all dependents
- Pre-existing will no longer apply to any SHBP options



Changes for all SHBP Members

- There are important changes in eligibility – please refer to the Retiree Decision Guide for details about these changes. Your children who were not eligible to be in the Plan last year, may be eligible this year. This is your one time opportunity to enroll these dependents
- There will be an increase in premiums
- Changes to co-pays, deductibles, out-of-pocket limits
- Life-time maximum benefits limit will be removed for all plans
- All SHBP members will receive new ID cards before January 1, 2011



Changes for all Retirees

- All Retirees will now move to a four-tier structure to accommodate the addition of newly eligible dependents. When making your 2011 benefit selection you will choose from the following tiers
 - You
 - You + Spouse
 - You + Child(ren)
 - You + Family (You+ spouse+ child(ren))



Changes for all SHBP Members

The OAP Option will no longer be offered

- If you are under 65 and do not make an election, coverage will roll to the HRA under your current health care vendor and any applicable surcharges will apply
- If you are 65 or older have Medicare and do not make an election, coverage will roll to the MA PPO Premium Plan under your current health care vendor



Changes for all Retirees: Tobacco and Spousal Surcharges

- The \$80 Tobacco use and \$50 Spousal Surcharges will apply to all plans other than the Medicare Advantage plans
- Tobacco use surcharge is applied if any covered person in your household uses tobacco or has used tobacco in the past 12 months
- Spousal surcharge is applied if the spouse of the retiree has health coverage available through their own employer but does not sign up for that coverage



Tobacco and Spousal Surcharges

- Eligible Retirees must answer the Surcharge questions when making their 2011 benefit selection
- Failure to answer the Surcharge Questions will result in you paying the applicable surcharge(s) for the entire plan year unless you experience a qualifying event that would allow the removal of the surcharge
- Information on steps to take to remove the surcharges is available at www.dch.georgia.gov/shbp



HMO Deductible Changes

| TIER | FROM | TO |
|------------------|--------|--------|
| You | \$600 | \$1000 |
| You + Spouse | \$900 | \$1500 |
| You + Child(ren) | \$900 | \$1500 |
| You+ Family | \$1200 | \$2000 |

Your specialist office visit co-pay will change from \$35 to \$45

HMO Maximum Out-of-Pocket Changes

| TIER | FROM | TO |
|------------------|--------|--------|
| You | \$2000 | \$3000 |
| You + Spouse | \$3000 | \$4500 |
| You + Child(ren) | \$3000 | \$4500 |
| You+ Family | \$4000 | \$6000 |

HMO Prescription Drug Co-Pay Changes

| TIER | FROM | TO |
|------------------------------|------|------|
| Tier 1 – Generic | \$15 | \$20 |
| Tier 2 – Preferred Brand | \$40 | \$50 |
| Tier 3 – Non Preferred Brand | \$75 | \$90 |



HRA Deductible Changes

| TIER | FROM | TO |
|------------------|--------|--------|
| You | \$1100 | \$1300 |
| You + Spouse | \$1900 | \$2250 |
| You + Child(ren) | \$1900 | \$2250 |
| You+ Family | \$2750 | \$3250 |



HRA Maximum Out-of-Pocket Changes

| TIER | FROM | TO |
|------------------|--------|--------|
| You | \$2500 | \$3000 |
| You + Spouse | \$4100 | \$5000 |
| You + Child(ren) | \$4100 | \$5000 |
| You+ Family | \$5700 | \$7000 |



HDHP Deductible Changes

| Deductibles | FROM 2010 In- Network | FROM 2010 Out- of-Network | TO 2011 In- Network | TO 2011 Out- of-Network |
|------------------|-----------------------------|---------------------------------|---------------------------|-------------------------------|
| You | \$1200 | \$2400 | \$1500 | \$3000 |
| You + Spouse | \$2400 | \$4800 | \$3000 | \$6000 |
| You + Child(ren) | \$2400 | \$4800 | \$3000 | \$6000 |
| You + Family | \$2400 | \$4800 | \$3000 | \$6000 |



HDHP Out-of-Pocket Maximum Changes

| Out-of-Pocket | FROM 2010 In- Network | FROM 2010 Out- of-Network | TO 2011 In- Network | TO 2011 Out- of-Network |
|------------------|-----------------------------|---------------------------------|---------------------------|-------------------------------|
| You | \$1800 | \$4000 | \$2400 | \$5300 |
| You + Spouse | \$3100 | \$7400 | \$4100 | \$9800 |
| You + Child(ren) | \$3100 | \$7400 | \$4100 | \$9800 |
| You + Family | \$3100 | \$7400 | \$4100 | \$9800 |



Changes for Medicare Eligible Retirees

- The Medicare Advantage Private Fee (MA PFFS) for Service Plans will be replaced by the Medicare Advantage Preferred Provider Organization (PPO) Plans
- This change is due to the requirement by the Centers for Medicare & Medicaid Services (CMS) that all national and private MA PFFS plans offer a PPO network
- Medicare-eligible retirees may still elect any other option (HMO, HRA, or HDHP) but will pay the full cost of the coverage without any state contribution



CIGNA-Humana Alliance

- CIGNA's Medicare Advantage Private Fee-for-Service Plan will be replaced by the Humana Group Medicare Advantage PPO due to a newly formed alliance between CIGNA and Humana and the information you receive will show the Humana name
- Since you may also receive information from other MA Plans, including Humana, you should only be concerned with mail that says for SHBP Retirees on the envelope



Medicare Advantage PPO Plans

- The Four Medicare Advantage PPO options offered in 2011 are:
 - Humana Group Medicare Advantage PPO Standard
 - Humana Group Medicare Advantage PPO Premium
 - UnitedHealthcare Medicare Advantage PPO Standard
 - UnitedHealthcare Medicare Advantage PPO Premium

Medicare Advantage PPO Plans

- The MA PPO Standard and Premium plans include your prescription drug coverage as with your current MA PFBS plans
- You will be able to choose from a large national provider network
- Your covered services and your co-payment and/or coinsurance will be the same whether the provider is in-network or out-of-network



Medicare Advantage PPO Plans

- You can seek care from any provider that accepts Medicare (regardless if they have a signed contract with the health care vendor)
- If you see a provider who does not accept Medicare assignment, the Plan not you will be balance billed



Medicare Advantage PPO Plans

Standard-Premium

| Benefit | Standard Option | Premium Option |
|-------------------------|---|--|
| Primary Care Physician | \$20 Co-payment | \$10 Co-payment |
| Specialist Office Visit | \$25 Co-payment | \$20 Co-payment |
| Inpatient Hospital | \$190 per day 1-6 and \$0 starting with day 7 | \$100 per day days 1-5 and \$0 starting with day 6 |
| Ambulance | \$0 | \$0 |

Medicare Advantage PPO Plans

Pharmacy-Retail

| Retail (30 days supply) | Standard Option | Premium Option |
|--|---------------------|---------------------|
| Tier 1- Preferred Generic | \$10 | \$10 |
| Tier 2- Generic | \$10 | \$10 |
| Tier 3- Non-Preferred Generic/Preferred Brand | \$40 | \$30 |
| Tier 4- Non Preferred Brand | \$80 | \$60 |
| Tier 5- Specialty | \$80 | \$60 |
| Doughnut Hole | \$10/\$40/\$80/\$80 | \$10/\$30/\$60/\$60 |

Medicare Advantage PPO Plans

Pharmacy-Mail Order

| Mail Order | Standard Option | Premium Option |
|--|-----------------|----------------|
| Tier 1- Preferred Generic | \$20 | \$20 |
| Tier 2- Generic | \$20 | \$20 |
| Tier 3- Non-Preferred Generic/Preferred Brand | \$80 | \$60 |
| Tier 4- Non Preferred Brand | \$160 | \$120 |
| *Tier 5- Specialty | \$80 | \$60 |

The co-pay shown applies for a 90-day supply. *Specialty drugs not available in a 90-day supply. Specialty drugs limited to a 30-day supply.

Important Reminders

- If eligible and you select any option other than one of the MA PPO Options, you will pay the entire cost of the premium
- If you are enrolled in a SHBP MA PPO option you should NOT enroll in an individual Medicare Part D or Medicare Advantage Plan as doing so may cause you to lose your SHBP coverage



Important Reminders

- Retirees enrolled in one of the CIGNA or UnitedHealthcare (UHC) Medicare Advantage (MA PFFS) Plans will receive a cancellation notice from their health care vendor advising them that their current MA PFFS option will end December 31, 2010
- **Do not be alarmed-This notice is a requirement of CMS. Your new coverage under the MA PPO Option will take effect January 1, 2011**



Important Reminders

- Medicare Advantage enrollment is optional for retirees under age 65. Enrollment in the MA PPO plan must be approved by CMS
- Pre 65 retirees may enroll in the HRA, HDHP or HMO and will pay the same rate as active employees
- If you are under age 65 you must answer the surcharge questions



Retiree Option Change Period

October 12 – November 10, 2010

- Members will make their health election on the Personalized Change Form in their Retiree Packet or via the web at www.oe2011.ga.gov
- The web site will open at 4 a.m. on October 12 and close at 4:30 p.m. on November 10, 2010
- The Health Plan Decision Guide will be mailed to retirees' homes around the 5th of October and will be available on the Web site at www.dch.georgia.gov/shbp
- Your election must be postmarked by November 10, 2010 or confirmed on the web by 4:30 on this date for your election to be valid

Please DO NOT DO BOTH – you may end up with coverage you did not want if each reflect different choices!



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If you Have Questions or Need Additional Information

CIGNA - HMO, HRA, HDHP - 800-633-8519

www.mycigna.com/shbp

Humana Group Medicare PPO Plan - 800-942-6724

http://www.humana.com/custom_clients/stateofga/

United Healthcare - HMO, HDHP - 877-246-4189

Definity HRA 800-396-6515

Retiree Help Line 877-246-4190

www.uhcretiree.com/shbp - Medicare Advantage Options

www.welcometouhc.com/shbp - HMO, HRA and HDHP

Important Notice

- The information provided in this presentation is a summary of changes for the 2011 Plan Year. It is intended only to highlight principal benefits
- Please refer to the Retiree Decision Guide for more details

THANK YOU



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